

BB83 Worker Retention FAQ

Q: Why is this bill important?

A: Worker retention protections work in the interest of the City so that quality and continuity of service are preserved during contractor transitions. Moreover, sound policies governing retention provide another opportunity for the City to continue serving as a model employer with its own workforce and leading the region by example.

Q: What workers does this bill apply to?

A: Property service workers like janitors and security guards contracted out by the City and/or City Agency.

Q: Does this bill also cover City civil service employees?

A: No, but according to the Personnel Director the City already has a provision to offer civil service employees jobs within the city if their current job goes away.

Q: Would this bill require all contracted out workers covered in this bill to be union? **A:** *There is no requirement for a contractor to be union.*

Q: How many service contracts are currently open and would be affected by this bill? **A:** *TBD in consultation with the City*

Q: Why specifically janitorial and security? Are there any other services being provided by contract that need to be considered?

A: Property service workers like janitors and security guards are frontline workers ensuring that city services continue uninterrupted regardless of whichever local, state, or national emergency is in effect. Protecting these frontline workers is vital to the City's interests. The bill only covers service contracts for janitorial and security.

Q: Outside of a union or collective bargaining is there any notice to successor contractors to maintain the same or comparable pay rates for employees retained from the Former Contractor or Subcontractor?

A: There is no requirement to offer the same pay rate or benefits. The requirement is to only offer a job.

Q: Who is overseeing the enforcement of this ordinance?

A: Service contracts are largely under the purview of the Board of Public Service for the City, and City Agencies would be responsible for their contracts

Q: Is there any incentive for the Successor Contractor to retain these employees? What is stopping them from letting go of the Former Contractor employees after the 90-day retention

period? A: *The principal incentive is retainment of qualified and trusted employees who can continue to provide quality services to City taxpayers and building tenants. Seeking new worker replacements is costly and disruptive both to the contractor and ultimately to the city. Nothing in the bill prevents employers from letting go of Former Contractor employees after the 90-day retention period.*

Q: Is there anything in this bill that forces a worker to keep their job?

A: *No. It would be up to the discretion of the worker if they would like to accept the job offer from the Successor Contractor.*